



EMPLOYMENT TRIBUNALS

Claimant: Ms C. Douglas

Respondent: The Clancy Group of Companies

Heard at: Watford (by CVP)

On: 27 and 28 May 2021

Before: Employment Judge McNeill QC
Mr R. Aldritt
Ms L. Thompson

Appearances

For the Claimant: In person

For the Respondent: Ms C. Millns, Counsel

JUDGMENT

- (1) The Claimant's claim for discrimination arising from disability pursuant to section 15 of the Equality Act 2010 is upheld.
- (2) The Claimant is entitled to compensation in the total sum of **£15,005.03**, including £11,415.89 for injury to feelings and £3,589.14 for financial losses. All figures are inclusive of interest. The sum of **£15,005.03** must be paid to the Claimant by the Respondent.
- (3) The Claimant's claims for direct sex discrimination, direct disability discrimination, a failure to make reasonable adjustments and for disability-related harassment are all dismissed.

Employment Judge McNeill QC

Dated: 30 May 2021

Sent to the parties on:

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For the Tribunal:

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Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request is presented by either party to the Tribunal within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.